

Role Perception of the Trainers of Krishi Vigyan Kendras

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ABSTRACT

This study was conducted in two purposively selected KVKs Dariapur (Rae Bareli) and Tharion (Fatehpur) of Uttar Pradesh. All the trainers of these KVKs were directly involved in training programmes selected for the study. Data were collected personally with the help of pre-tested interview schedule and the obtained data were analyzed with the help of percentage to assess the personal traits and role perception of trainers and correlation coefficient to see the relationship between dependent variables (role perception) and independent variables (personal traits) of trainers. It was found from the study that the most of the trainers were 30-40 years of age, forward caste, having Ph. D. qualification, 5-10 years of service experience, having nuclear family with 3-5 members of family and the overall communication skill of trainers was found medium level. The most of trainers had medium level of overall perception about their roles. The role perception of trainers in KVKs were found to be positively and significantly correlated with age, academic qualification, experience, communication ability, communication quality and expertise in preparation & use of training material.

Key words: Personal traits; Communication skill; Role perception;

Trainers are the back bone of any training programme. Training is one of the important aspects of human resource development. It is important to examine how trainers perceive their assigned duties and responsibilities. It is also important to know the extent of the role perceived by the trainers out of the role assigned for them, as well as the factors affecting the role perception of the KVKs trainers. Perception of the same situation may differ from individual to individual due to differences in their experiences and ways of looking into it. Perception is the process whereby an individual receives stimuli through various senses and interpret them (Kollat et al. 1970). Keeping these facts in view, this study was conducted to study the personal traits of trainers, the role perception of the trainers and to study the relationship between the role perception of the trainers of KVKs and their personal traits.

METHODOLOGY

The present study was conducted purposively in two selected KVKs Dariapur (Rae Bareli) and Tharion (Fatehpur) of Uttar Pradesh. These KVKs fall under the jurisdiction of C.S. Azad University of Agriculture

& Technology, Kanpur and are located in two different situations. All the trainers total 17 trainers (9 trainers of KVK Rae Bareli and 8 trainers of KVK Tharion) of these KVKs were directly involved in training programmes selected and interviewed personally with the help of structured pre-tested interview schedule for collecting the necessary data. The obtained data was analyzed with the help of percentage to assess the personal traits and role perception of trainers. The Karl Pearson's following formula of correlation coefficient was used to find out the relationship between dependent variables (role perception) and independent variables (personal traits) of trainers

$$r = \frac{\sum XY}{\sqrt{(\sum X)^2 (\sum Y)^2}}$$

Where,

r = Coefficient of correlation

X, Y = Variables

$$X = X - \bar{X} \quad Y = Y - \bar{Y}$$

The instrument developed was administered to the respondents and responses were obtained on 3 point-continuum namely 'must do', 'should do' and 'not do'

for role perception with weightage of 3, 2, and 1, respectively. The respondents were categorized into three groups as 'high', 'medium' and 'low' by using equi-distance method to find out the role perception.

RESULTS AND DISCUSSION

Personal traits of the trainers in KVKs : Data presented in Table 1 show that most of the trainers in KVK Dariapur (Rae Bareli) were 30-40 years of age (55.56%) and belonged to forward caste (55.56%). Qualification of most of the trainers was found to be Ph.D. (55.56%), 5-10 years of experience of their service (44.44%) maintained nuclear type of family (55.56%) with 3-5 members and more than 5 members in their family (44.44%). Trainers' family education status was found to be medium level (55.56%) followed by high level (33.33%). The most of the trainers were having medium level of communication ability (55.56%) followed by high level of communication ability (33.33%) whereas 44.44 per cent of trainers each were having medium and high communication quality. In case of expertise in preparation and use of training material, the trainers were having medium (44.44 %) followed by low level (33.33 %). Most of the trainers in KVK Tharion (Fatehpur) were of 30-40 years of age (50.00%) and belonged to forward caste (62.50%). Most of the trainers were found to be Ph.D. level qualification (62.50%) with up to 5 years of their service experience (50.0%). Most of them were having nuclear type of family (62.50%) with 3-5 members of family size (62.50%). Trainers' family education status was found to be high level (62.50%) followed by medium level (37.50%). The Table 1 indicates that 50.0 per cent of trainers had medium level of communication ability followed in order high (37.50%) and low level (12.50%) whereas 37.50 per cent of trainers each fall in medium and high level of communication quality followed by low level (25.00%). In case of expertise in preparation and use of training material the most of the trainers were belonged to medium level, i.e., 62.50 per cent followed in order low (25.00%) and high level (12.50%). Overall communication skills of trainers in KVK Dariapur (Rae Bareli) was found medium level, i.e., 44.44 per cent followed in order high (33.33%) and low level (22.23%) while in KVK Tharion (Fatehpur) it was maximum 50.00 per cent under medium level and 25.00 per cent each in high and low levels.

Dimension wise role perception of trainers in KVKs: Table 2 reveals that the perception under planning dimension was found to be 44.44 per cent each in

Table 1. Personal traits of trainers in K.V.Ks.

S. No.	Personal traits	Trainers of KVK	
		KVK Raebareli	KVK Fatehpur
1.	<i>Age</i>		
	Below 30 years	-	1 (12.50)
	30 to 40 years	5 (55.56)	4 (50.00)
	Above 40 years	4 (44.44)	3 (37.50)
2.	<i>Caste</i>		
	Forward	5 (55.56)	5 (62.50)
	Backward	3 (33.33)	2 (25.00)
	Scheduled	1 (11.11)	1 (12.50)
3.	<i>Qualification</i>		
	Ph. D	5 (55.56)	5 (62.50)
	Post graduate	3 (33.33)	3 (37.50)
	Graduate	1 (11.11)	-
4.	<i>Experience</i>		
	Up to 5 years	2 (22.22)	4 (50.00)
	5 to 10 years	4 (44.44)	1 (12.50)
	More than 10 years	3 (33.34)	3 (37.50)
5.	<i>Family type</i>		
	Nuclear	5 (55.56)	5 (62.50)
	Joint	4 (44.44)	3 (37.50)
6.	<i>Family size</i>		
	Up to 3 members	1 (11.12)	2 (25.00)
	3 to 5 members	4 (44.44)	5 (62.50)
	More than 5 members	4 (44.44)	1 (12.50)
7.	<i>Family education status</i>		
	Low	1 (11.11)	-
	Medium	5 (55.56)	3 (37.50)
	High	3 (33.33)	5 (62.50)
8.	<i>Communication skills</i>		
	<i>Communication ability</i>		
	Low	1 (11.11)	1 (12.50)
	Medium	5 (55.56)	4 (50.00)
	High	3 (33.33)	3 (37.50)
9.	<i>Communication quality</i>		
	Low	1 (11.12)	2 (25.00)
	Medium	4 (44.44)	3 (37.50)
	High	4 (44.44)	3 (37.50)
10.	<i>Expertise in preparing and use of training material</i>		
	Low	3 (33.33)	2 (25.00)
	Medium	4 (44.44)	5 (62.50)
	High	2 (22.23)	1 (12.50)
11.	<i>Overall communication skill</i>		
	Low	2 (22.23)	2 (25.00)
	Medium	4 (44.44)	4 (50.00)
	High	3 (33.33)	2 (25.00)

(Figures in parenthesis indicate percentage)

medium and high perception level and the remaining 11.12 per cent was found under the low perception level in KVK Dariapur (Rae Bareli). The trainers of KVK Tharion (Fatehpur) perceived medium (50%), high

(37.5%) and the rest 12.50 per cent were found under low level categories regarding planning dimension. In respect to organizing dimension of role perception of trainers, the maximum 55.56 per cent trainers were found under the category of medium perception level followed in order 33.33 per cent under high perception category and 11.11 per cent under low perception category in KVK Dariapur (Rae Bareli) while for KVK Tharion (Fatehpur), it was maximum 62.50 per cent under the medium category followed in order 25.00 per cent under high category and 12.50 per cent under low perception category. With regards to motivation dimension of trainers under KVK Dariapur (Rae Bareli), the maximum 44.44 per cent trainers were found under the category of medium perception followed by high

perception level, i.e., 33.33 per cent while for KVK Tharion (Fatehpur), it was maximum 50.00 per cent under the same category followed by 25.00 per cent each found under high and low perception categories. In respect to training material dimension of trainers under KVK Dariapur (Rae Bareli), the maximum 55.56 per cent trainers were found under the category of high perception level followed in order 33.33 per cent under medium perception category and 11.11 per cent under the low perception category while for KVK Tharion (Fatehpur), it was maximum 50.00 per cent under the medium category followed in order 37.50 per cent under high perception category and 12.50 per cent under low perception category.

Table 2. Dimension wise role perception of trainers in Krishi Vigyan Kendras

S. No.	Name of dimension	Trainers of KVK	
		KVK Rae Bareli	KVK Fatehpur
1.	<i>Planning</i>		
	Low	1 (11.12)	1 (12.50)
	Medium	4 (44.44)	4 (50.00)
2.	<i>Organizing</i>		
	Low	1 (11.11)	1 (12.50)
	Medium	5 (55.56)	5 (62.50)
3.	<i>Motivation</i>		
	Low	2 (22.23)	2 (25.00)
	Medium	4 (44.44)	4 (50.00)
4.	<i>Training material</i>		
	Low	1 (11.11)	1 (12.50)
	Medium	3 (33.33)	4 (50.00)
5.	<i>Training</i>		
	Low	1 (11.11)	1 (12.50)
	Medium	3 (33.33)	3 (37.50)
6.	<i>Reporting</i>		
	Low	1 (11.11)	2 (25.00)
	Medium	5 (55.56)	4 (50.00)
7.	<i>Evaluation</i>		
	Low	1 (11.12)	1 (12.50)
	Medium	4 (44.44)	5 (62.50)
8.	<i>Supporting activities</i>		
	Low	2 (22.23)	2 (25.00)
	Medium	4 (44.44)	3 (37.50)
	High	3 (33.33)	3 (37.50)

(Figures in parenthesis indicate percentage)

Overall role perception of trainers in KVKs : The results in Table 3 reveals training dimension of role perception of trainers under KVK Dariapur (Rae Bareli), the maximum 55.56 per cent trainers were found under the category of high perception level followed by medium perception level, i.e., 33.33 per cent while for KVK Tharion (Fatehpur), it was maximum 50.00 per cent under the same category followed by medium perception level, i.e., 37.50 per cent. In case of reporting dimension of trainers under KVK Dariapur (Rae Bareli), the maximum 55.56 per cent trainers were found under the category of medium perception level followed in order 33.33 per cent under high perception category and 11.11 per cent under low perception category while for KVK Tharion (Fatehpur), it was maximum 50.00 per cent under the same category followed by 25.00 per cent each found under high and low perception categories. In respect to evaluation dimension of role perception of trainers under KVK Dariapur (Rae Bareli), the maximum 44.44 per cent each were found under the medium and high perception categories followed by 11.12 per cent found under low perception category while under KVK Tharion (Fatehpur), it was found maximum 62.50 per cent under medium category followed in order 25.00 per cent under high perception category and 12.50 per cent under low perception category. With regards to supporting activities dimension of role perception of trainers under KVK Dariapur (Rae

Table 3. Overall role perception of trainers in KVKs

Category	Trainers of KVK	
	KVK Rae Bareli	KVK Fatehpur
<i>Role perception</i> Low	1 (11.11)	1 (12.50)
Medium	5 (55.56)	4 (50.00)
High	3 (33.33)	3 (37.50)

(Figures in parenthesis indicate percentage)

Table 4. Relationship of role perception with Personal traits of trainers

S. No.	Personal traits	Krishi Vigyan Kendra Role perception	
		KVK Raebareli	KVK Fatehpur
1.	Age	0.6705*	0.3520
2.	Caste	0.4170	0.1268
3.	Academic qualification	0.7625*	0.7511*
4.	Experience	0.6962*	0.7385*
5.	Family type	0.2666	-0.4678
6.	Family size	-0.1188	-0.1663
7.	Family education	0.2961	0.3011
8.	Communication ability	0.8187**	0.8614**
9.	Communication quality	0.8465**	0.8152*
10.	Expertise in preparation and use of training material	0.7632*	0.6680

* Significant at 5 per cent level of significance

** Significant at 1 per cent level of significance

Bareli), the maximum 44.44 per cent trainers were found under the category of medium perception level followed in order 33.33 per cent under high perception category and 22.23 per cent under low perception category while for KVK Tharion (Fatehpur), it was maximum 37.50 per cent under each medium and high perception categories followed by low perception level, i.e., 25.00 per cent. It is obvious from Table 3 that the maximum trainers of KVK Dariapur (Raebareli) had medium level of perception, i.e., 55.56 per cent followed in order high (33.33 %) and low (11.11 %). The trainers of KVK Tharion (Fatehpur) had medium level of perception, i.e., 50.00 per cent followed in orders high (37.50 %) and low (12.50 %). The above findings are in conformity with the findings of Reddy (1985), Dudhani and Jalihal (1987), Gowda et al. (1989) and Gowda et al. (1995).

Relationship of role perception with personal traits of trainers : Data reveal (Table 4) that role perception

of the trainers working in both the KVKs was positively and significantly correlated with their academic qualification and experience. Role perception of trainers in KVK Raebareli was correlated with age, expertise in preparation and use of training materials and found significantly and positively whereas the trainers' communication ability and communication quality was found to be positively and highly significantly correlated with their role perception. The KVK Fatehpur trainers' communication ability had positive and highly significant correlation with their role perception. Thus, it can be inferred that role perception of trainers, increases with increase in their academic qualification, experience, communication ability, communication quality, age and expertise in preparation and use of training materials of trainers. The above findings are in conformity with the findings of Reddy (1985), Dudhani and Jalihal (1987), Gowda et al. (1989) and Gowda et al. (1995).

CONCLUSION

On the whole it could be concluded that the most of the trainers were 30-40 years of age, belonged to forward caste, qualified up to Ph. D. level with up to 5-10 years of service experience and having nuclear type of family with 3-5 members in their family with medium to high level of family education. Most of the trainers were having medium level of overall communication skill. Most of the trainers had medium to high level of overall perception about their roles with regards to all dimensions. The role perception of trainers increases with increase in their academic qualification, experience, communication ability, communication quality, age and expertise in preparation and use of training materials of trainers. Thus the role perception of KVKs trainers was positively and significantly correlated with their personal traits.

Paper received on : March 05, 2011

Accepted on : November 12, 2011

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